



EBENUM  
EQUATION



# AI & Leadership Program

**We are your trusted partner in closing the  
skills gap for the transition to AI**

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## We are trusted experts visionary leaders leverage to maximize high impact initiatives.

- Leadership Pipeline Development
- ICF Leadership Coach Training for Managers
- Supplier Development Programs
- Workforce Development Programs
- GPT Strategy, Training, & Development
- Gray Zones



*Ebenum Equation partners with organizations to redefine success in the AI era. We empower leaders who inspire, align, and drive transformation across all levels. By focusing on skills and AI synergy, we prepare teams for the future, ensuring members evolve into super contributors ready to tackle tomorrow's challenges*

### TYPICAL SKILLS CLIENTS USE

- › Supplier Development Programs
- › Leadership Development Cohorts
- › Coaching 1:1 and Group
- › Sales Development Cohorts
- › Micro-learning Series
- › Workforce Development Programs
- › Data-based Storytelling

### INNOVATIVE & UNDER-UTILIZED SKILLS

- › People Skills in Hyperintelligent Domains
- › Human Transition to AI
- › Coach Education Training
- › Foresight Strategy Workshop & Facilitation
- › AI GPT Training & Design
- › Training Content Design for LMS Systems

### FOCUS AREAS:

- Finance ◀
- Insurance ◀
- Pharma & BioTech ◀
- Tech & Engineering ◀

**NAICS CODES:**  
611430,  
541612,  
541990

**CAGE:**  
85BY0  
**PSC:**  
U008, R420,  
U009,U099

**WBENC WOSB:**  
181191  
**NMSDC:**  
FLO6204

**CMCC:**  
Level 1  
Compliant

### EXPERIENCE (2020-PRESENT)

- › Develop custom learning programs for suppliers on warehousing, inventory management and fulfillment
- › Create custom micro-learning series to enable growth in tech
- › Multi-language coaching program for 100+ clients
- › Data analytics dashboards for storytelling
- › Coach education program for internal coach cadre
- › Data Center construction supplier development program
- › Coaching for Product Inclusion SME
- › Keynote speakers for various summits and internal conferences
- › Workforce development program for Cybersecurity, Software Engineering, and UX/UI design



### GEOGRAPHICAL FOOTPRINT

**In-Person:** The Americas & Europe  
**Virtual:** Global

# PARTNERSHIPS AND CLIENT TESTIMONIALS





# WE PARTNER WITH ORGANIZATIONS

Our learning and development approach is designed to increase team performance and align strategy with culture. Our methodology is based on four pillars: preparing leaders for the future, learning in the flow of work, employee experience design and mastering the four quadrants of change.



# Client Testimonials

## Feedback after an AI in Leadership Workshop

The most impactful part of the session was...

"Using AI as a thought partner and looking into other ways to use copilot and customizing GPT"

"Loved the hands on! Learned how to create a podcast and use AI to filter my emails"

"The AI presentation showed me how technology can make running our business easier and more efficient. I learned about tools that can help us use data better, support personalized learning, and stay connected with staff and clients. It gave me some great ideas for how we can use AI at work to save time and focus more on supporting our stakeholders"

"Using AI as a think tank and thought partner"

"AI and its impact"

"The benefits of effectively using AI. The best ways to write a prompt"

"Using AI as a thought partner"

"Extremely powerful tools!!! Loved the session!!!!"

"The session on using Google Notebook LM for podcast creation and AI optimization was impactful. It highlighted accessible technology for sharing insights and emphasized AI's role in streamlining tasks, allowing leaders to focus on leadership. Engaging discussions and practical applications inspired me to enhance communication and effectiveness in my role"




"Every part. Already used Notebook LM to provide an audio overview of my faculty meeting presentation to staff"

"The aspect of this presentation that I found most impactful was its practicality and the ability to take the concepts learned and seamlessly apply them to my daily tasks and interactions at work"

"I am a tech geek, and I will utilize AI to help transform learning and development by developing curriculum strategies/lesson planning/common planning and ways to enhance instruction"

# AI & Leadership Certification Program

## Level One: Foundations of AI Leadership

-  Introduction to AI and Superworker Principles
-  Advanced Prompt Engineering for Leadership
-  The Science of Asking Smarter Questions
-  Leading with AI: Enhancing Leadership Conversations
-  Developing a Culture of Experimentation & Innovation
-  Resilience & Adaptability in AI-Driven Workplaces
-  Critical Thinking in AI-Augmented Leadership
-  Leveraging AI for Decision-Making & Strategic Foresight
-  Storytelling & Influence with AI-Generated Insights

## Level Three: Mastery in AI-Augmented Leadership

-  AI-Powered Executive Decision-Making (Discussion Lab)
-  Enterprise AI Governance & Ethical Leadership (Strategy Simulation)
-  AI for Digital Transformation & Business Scaling (Innovation Workshop)
-  The Future of Work: AI-Augmented Organizations (Interactive Forum)
-  AI-Driven Innovation & Competitive Advantage (Innovation Lab)
-  Executive AI Coaching: Leading with Emotional Intelligence & Adaptability (Leadership Challenge)
-  AI & Enterprise-Wide Change Management (Case Study Application)
-  The Ethics of AI-Human Collaboration (Ethical Decision Simulation)
-  AI for Global Strategy & Impact (Strategic Foresight Exercise)

## Level Two: Advanced AI Leadership Strategies

-  AI-Driven Decision Architecture
-  AI-Augmented Strategic Foresight
-  Leading AI-Augmented Teams
-  AI Governance & Risk Management
-  AI for Business Transformation & Scaling
-  AI as a Leadership Thought Partner
-  AI & Organizational Resilience
-  The Ethics of AI-Enabled Leadership

## Audience Legend for Workshops

To help you use our catalog, we created a key so that you can identify which workshop is most appropriate for you and your team:

### LEVEL I



Individual Contributor

### LEVEL II



Leader

### LEVEL III



Leaders of Leaders

Click  to view course summary



## DESIGN YOUR LEADERSHIP COHORT

### THE FOLLOWING SAMPLE PROGRAMS CAN INCLUDE BUILDING YOUR OWN CASE STUDIES, TEACH BACKS, AND SPEED ROUNDS EXERCISES:

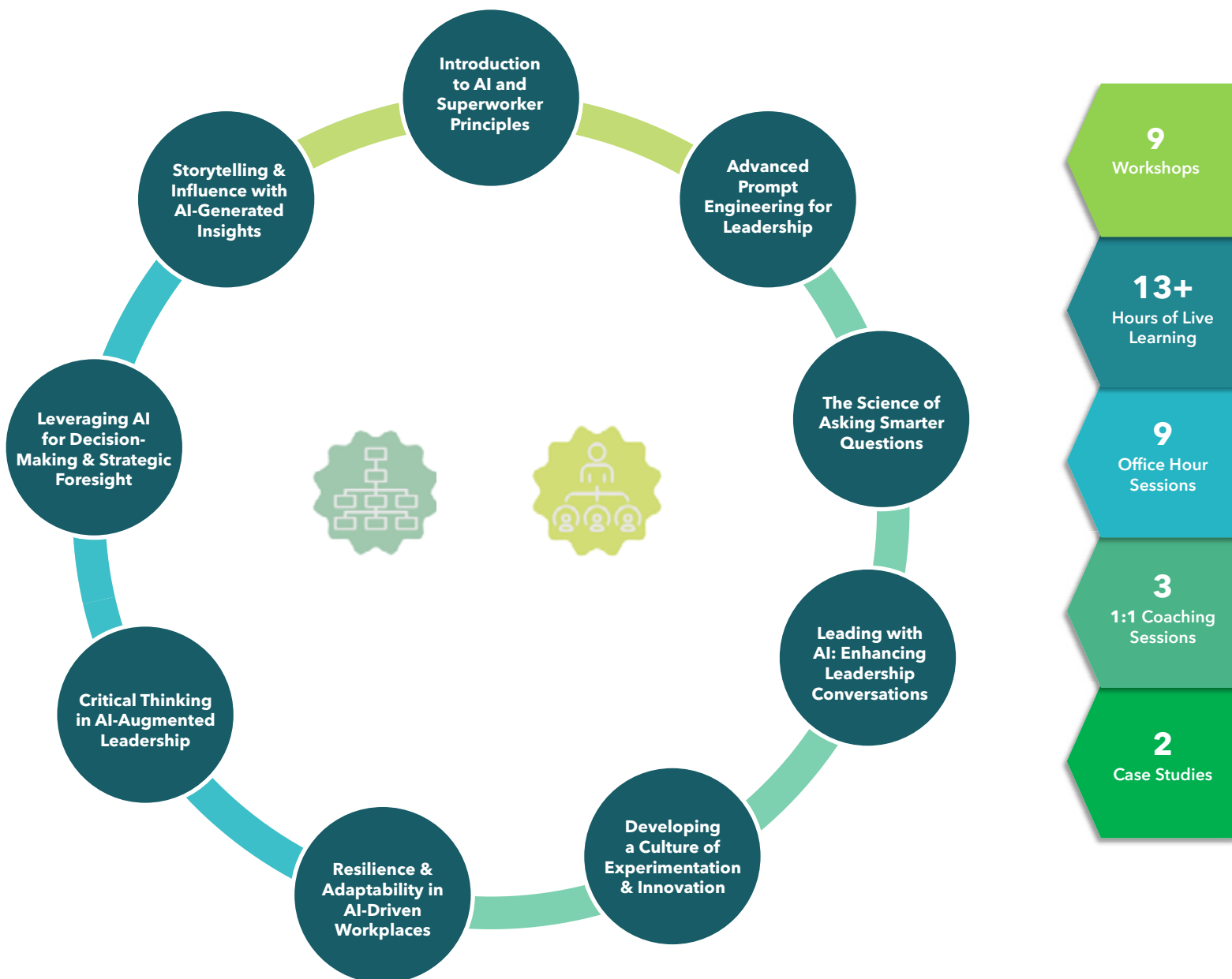
- Build your own case studies-in small groups, learners identify a real-world scenario they face regarding the topic. The scenarios are exchanged with another group who will brainstorm a solution.
- Teach backs-the best way to learn something is to have to teach it. Organized in small groups, learners teach back to the class.
- Speed rounds-Learners are given 3-5 minutes to meet with 3 people in groups to share an idea or goal, get feedback or ask a question.

Sample cohort designs are provided, but any of our workshop topics may be interchanged with a topic that meets your organizational needs.



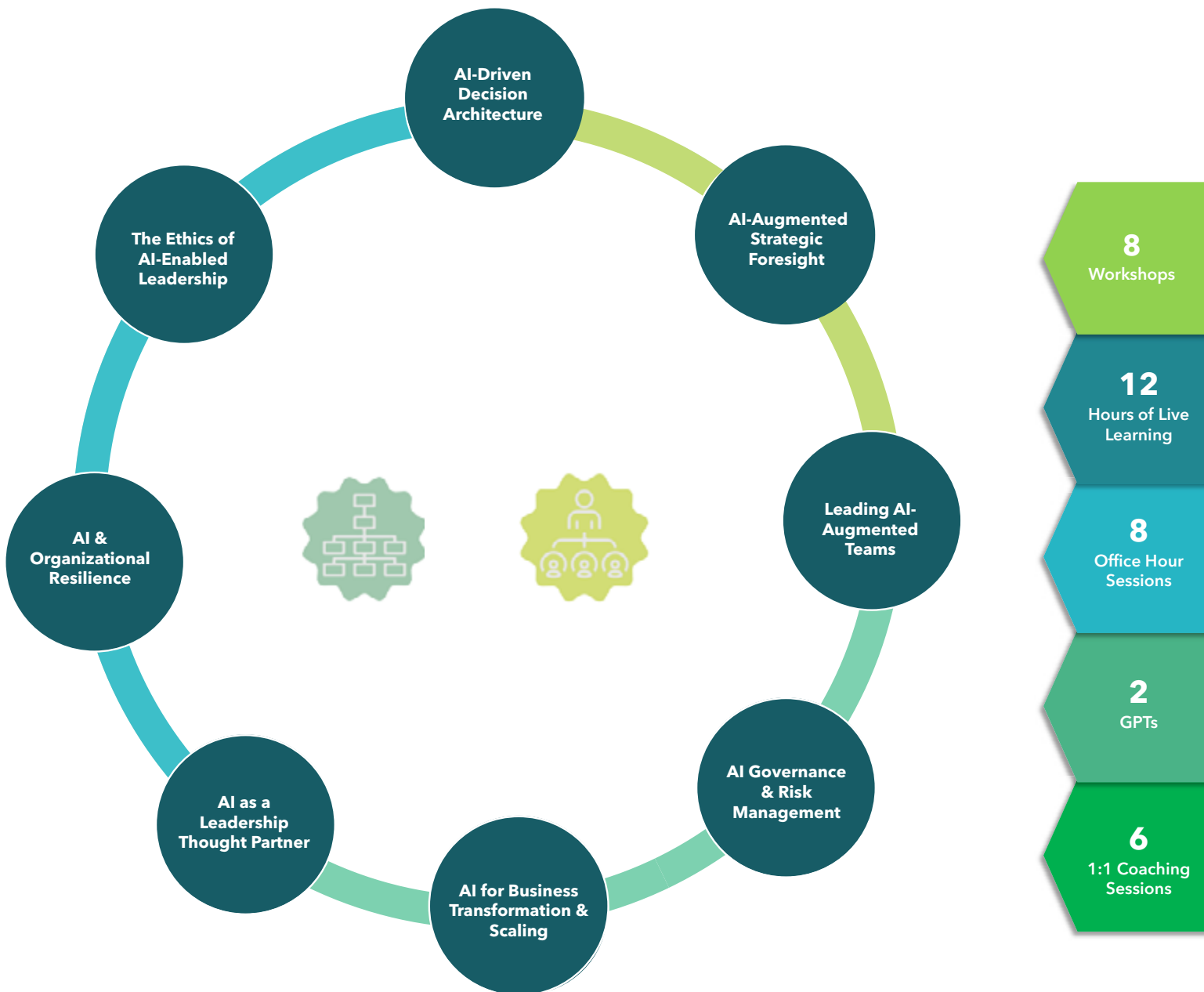
# Level One: Foundations of AI Leadership

Level One of the AI Leadership Certification provides leaders with a foundational understanding of AI's impact on team dynamics, decision-making, and organizational processes.



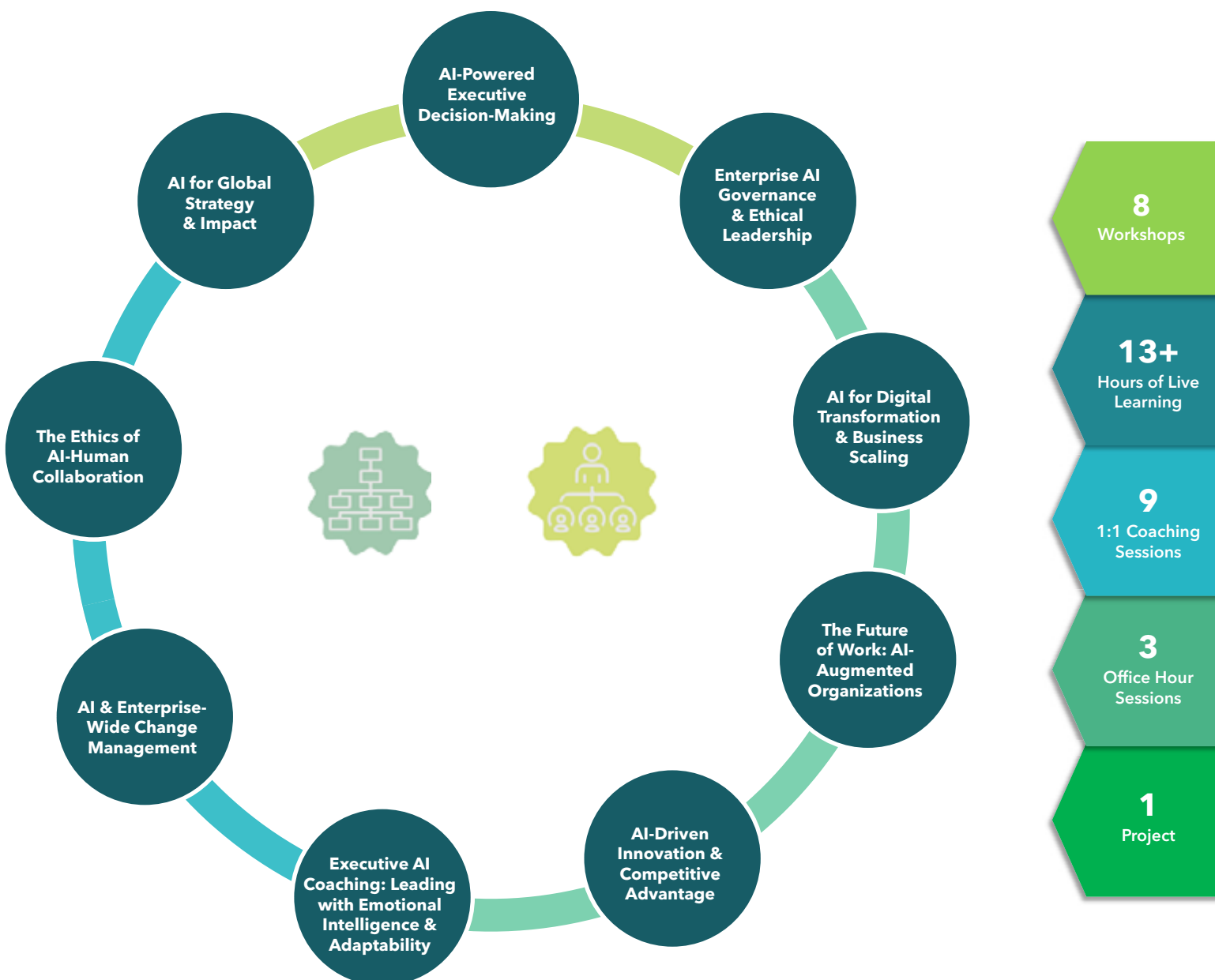
## Level Two: Advanced AI Leadership Strategies

Level Two of the AI Leadership Certification is designed for leaders who are ready to apply AI at a strategic level, optimizing their leadership decision-making and business impact.



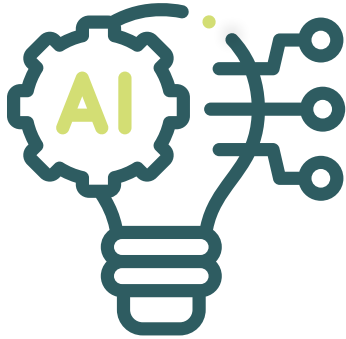
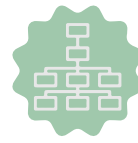
## Level Three: Mastery in AI-Augmented Leadership

Level Three of the AI Leadership Certification is designed for senior leaders and executives seeking to fully integrate AI into strategic leadership, governance, and transformation.



# SUMMARY OF COURSES





Level One of the AI Leadership Certification equips leaders with a strong foundation in AI-driven leadership, focusing on how AI shapes team dynamics, decision-making, and organizational processes. The program is designed as a progressive learning experience, moving participants from knowledge acquisition to applied problem-solving and strategic reasoning. Through structured learning, guided exercises, and real-world AI applications, leaders will develop a core AI leadership framework that enables them to responsibly and strategically integrate AI technologies into their organizations. As participants advance, they will begin to refine their analytical thinking skills, learning to evaluate AI insights, apply decision intelligence, and leverage AI as a thought partner in leadership.

### WORKSHOP SUMMARIES & LEARNING OBJECTIVES

#### 1 Introduction to AI and Superworker Principles

This session introduces leaders to the evolving role of AI in augmenting human teams. Participants will analyze Hyper-Intelligent Teams (HITs) and explore the cognitive rigor required for seamless AI-human collaboration. Leaders will assess AI's role as a strategic partner and develop personalized leadership strategies for AI integration.

- Explain AI-augmented leadership models and their organizational impact.
- Analyze AI's role as a thought partner in strategic decision-making.
- Construct alignment strategies for optimizing human-AI synergy.

## 2 Advanced Prompt Engineering for Leadership

This hands-on session refines leaders' ability to craft AI prompts that drive strategic decision-making and innovation. Participants will apply iterative refinement techniques to enhance AI precision, bias mitigation, and adaptability. Leaders will evaluate best practices for structured AI interactions to improve leadership outcomes.

- Differentiate between structured and open-ended prompts for AI-driven insights.
- Apply iterative refinement models to optimize AI-generated responses.
- Evaluate ethical AI prompting strategies for bias reduction and transparency.

## 3 The Science of Asking Smarter Questions

Leaders will deconstruct and analyze questioning frameworks that enhance AI engagement and leadership impact. Participants will apply coaching methodologies to design powerful and empowering questions that refine AI-generated responses and drive deeper analytical thinking.

- Apply strategic question-framing techniques to optimize AI-driven insights.
- Analyze coaching methodologies that enhance AI-human collaboration.
- Develop iterative inquiry models for AI-supported decision intelligence.

## 4 Leading with AI: Enhancing Leadership Conversations

This session explores how AI can enhance leadership dialogues and coaching effectiveness. Leaders will examine AI-generated insights to support real-time performance development and adaptive leadership strategies.

- Implement active listening techniques when using AI for leadership conversations.
- Apply AI-assisted coaching strategies for team development and engagement.
- Assess AI-powered leadership dialogues that support personalized coaching.

## 5 Developing a Culture of Experimentation & Innovation

Leaders will cultivate organizational agility by integrating AI-enhanced workflows and decision-making structures. This session introduces real-time collaboration models and AI-assisted prototyping to drive continuous innovation.

- Design adaptive leadership strategies that encourage AI experimentation.
- Implement AI-driven rapid prototyping to test strategic hypotheses.
- Apply continuous learning frameworks for AI integration and innovation.

## 6 Resilience & Adaptability in AI-Driven Workplaces

Understanding how to navigate AI-driven change, this session equips leaders with decision frameworks to ensure resilience and workforce adaptability. Participants will examine real-world AI transformation scenarios and develop strategies to sustain productivity.

- Develop growth mindset strategies for AI-integrated workplaces.
- Implement AI-driven workforce adaptability models.
- Align AI strategies with organizational agility and change management.

## 7 Critical Thinking in AI-Augmented Leadership

This session enhances decision intelligence by integrating human reasoning with AI-powered analytics. Leaders will assess cognitive rigor in AI-assisted decision models and explore bias mitigation strategies for ethical AI leadership.

- Apply AI-enhanced problem-solving models to leadership decision-making.
- Evaluate ethical AI decision frameworks that ensure accountability.
- Develop cognitive rigor methodologies for AI-driven strategy formulation.

## 8 Leveraging AI for Decision-Making & Strategic Foresight

This session introduces AI-driven predictive analytics to enhance long-term business strategy and foresight. Leaders will apply scenario modeling techniques to develop adaptive business strategies and assess algorithmic accountability in AI.

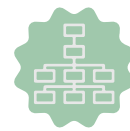
- Utilize AI for predictive analytics and strategic foresight planning.
- Develop AI-assisted risk and opportunity assessment models.
- Apply responsible AI use frameworks for algorithmic accountability.

## 9 Storytelling & Influence with AI-Generated Insights

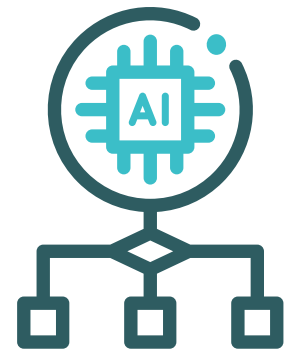
Leaders will discover how to transform AI-generated insights into compelling narratives that engage stakeholders and drive strategic influence. This session will integrate AI-powered storytelling techniques into leadership communication frameworks.

- Construct AI-enhanced leadership messaging strategies.
- Develop data-driven storytelling techniques for executive influence.
- Apply AI-generated insights to strategic communication models.





Level Two of the AI Leadership Certification is designed for leaders who are ready to apply AI at a strategic level, enhancing their ability to optimize decision-making and drive business impact. This program challenges participants to go beyond foundational knowledge, focusing on deeper analysis, critical evaluation, and strategic application of AI in leadership. Leaders will refine their ability to justify AI-driven decisions, assess risks and opportunities, and integrate AI insights into complex problem-solving, ensuring they can effectively leverage AI to shape the future of their organizations.



### WORKSHOP SUMMARIES & LEARNING OBJECTIVES

#### 1 AI-Driven Decision Architecture

Strategic decision-making is evolving, with AI now a critical tool for optimizing outcomes. This session explores decision intelligence frameworks, helping leaders integrate AI-powered insights into high-level business strategy while maintaining accountability. Through real-world case studies and interactive discussions, participants will gain a deep understanding of how AI-driven decision models function and how to leverage AI responsibly in leadership.

- Structure AI-enhanced decision models for complex challenges.
- Leverage AI tools for real-time adaptive decision-making.
- Balance algorithmic accountability with human oversight.

## 2 AI-Augmented Strategic Foresight

In today's rapidly evolving landscape, leaders must anticipate disruptions and proactively shape the future. This session introduces strategic foresight techniques powered by AI, enabling leaders to predict emerging trends, assess market shifts, and plan for long-term sustainability. Through interactive discussions and case-based exercises, participants will learn how to integrate AI-driven forecasting tools into their strategic planning processes.

- Utilize AI to identify and act on emerging trends.
- Implement foresight strategies to drive innovation.
- Apply AI-enhanced risk management techniques.

## 3 Leading AI-Augmented Teams

AI is changing how teams function, requiring leaders to adapt their management styles. This session explores trust-building in AI-integrated workplaces, strategies for AI adoption, and methods for fostering effective human-AI collaboration. Leaders will gain insights into how AI enhances team productivity and how to design adaptive, AI-powered workforce structures.

- Develop trust and transparency in AI-augmented teams.
- Create a culture of continuous learning and AI upskilling.
- Strengthen AI-human workflow integration for peak productivity.

## 4 AI Governance & Risk Management

With increasing AI adoption, governance is critical to ensuring ethical and responsible AI use. This session explores risk management frameworks, compliance models, and policies for AI governance. Participants will engage in simulations to evaluate risks and design AI policies that balance innovation and ethical concerns.

- Establish AI governance frameworks for responsible AI use.
- Identify and mitigate AI-driven biases in decision-making.
- Align AI adoption with ethical leadership principles.

## 5 AI for Business Transformation & Scaling

AI is redefining how businesses scale and operate efficiently. Leaders will explore AI-driven market expansion strategies, automation tools, and business model reinvention. Participants will engage in hands-on exercises to apply AI solutions for business transformation and innovation.

- Apply AI-driven insights to redesign business workflows.
- Construct an AI-powered market expansion strategy.
- Develop a business case for AI-driven process automation.

## 6 AI as a Leadership Thought Partner

Leaders must develop the ability to engage with AI as a thought partner, using it to enhance their strategic thinking and leadership approach. This session focuses on real-time AI-driven decision-making, feedback analysis, and leadership refinement. Participants will practice using AI tools for micro-coaching and enhancing emotional intelligence in leadership.

- Use AI-driven feedback mechanisms for personalized coaching.
- Strengthen emotional intelligence in AI-enhanced leadership.
- Apply AI-enhanced micro-coaching techniques to improve team engagement.

## 7 AI & Organizational Resilience

AI offers new tools to navigate uncertainty, enhance crisis response, and ensure business continuity. This session equips leaders with frameworks for leveraging AI in times of change, ensuring workforce adaptability and operational resilience.

- Apply AI in crisis response and organizational change strategies.
- Strengthen adaptability with real-time AI insights.
- Develop AI-driven frameworks for operational continuity.

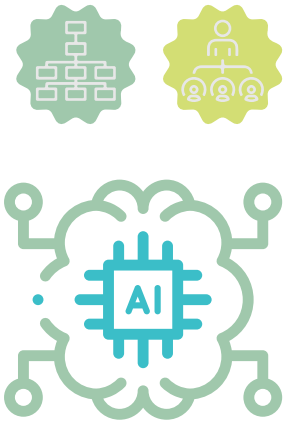
## 8 The Ethics of AI-Enabled Leadership

Leaders must navigate the ethical landscape of AI, ensuring that AI-powered decision-making aligns with company values and human well-being. This session examines ethical case studies, AI's impact on fairness, and strategies to lead responsible AI transformation initiatives.

- Develop AI ethics policies aligned with organizational values.
- Identify ethical risks and implement bias-mitigation strategies.
- Ensure psychological safety and responsible AI use in leadership.



## Level Three: Mastery in AI-Augmented Leadership



Level Three of the AI Leadership Certification is designed for senior leaders and executives seeking to fully integrate AI into strategic leadership, governance, and transformation.

### WORKSHOP SUMMARIES & LEARNING OBJECTIVES

#### 1 AI-Powered Executive Decision-Making (Discussion Lab)

Leaders will engage in real-world decision-making simulations using AI-driven insights, examining executive dilemmas and AI's role in complex decision environments.

- Analyze real-world executive case studies where AI informed critical business decisions.
- Develop a strategic decision framework incorporating AI-driven insights and ethical considerations.
- Create an AI-informed decision playbook for crisis response and uncertainty management.

#### 2 Enterprise AI Governance & Ethical Leadership (Strategy Simulation)

Executives will collaborate on AI governance models, applying regulatory compliance frameworks and ethical decision-making tools to enterprise-level AI deployment.

- Construct an AI governance framework balancing compliance, fairness, and AI transparency.
- Evaluate AI-driven policies and propose risk mitigation strategies.
- Design a real-world AI ethics policy adaptable to global organizations.

### 3 AI for Digital Transformation & Business Scaling (Innovation Workshop)

This workshop uses real-time AI business simulations where leaders design AI-first business models and assess scaling challenges.

- Apply AI-driven insights to redesign business workflows for digital transformation.
- Construct an AI-powered market expansion strategy using predictive analytics.
- Develop a business case for AI-driven process automation with impact projections.

### 4 The Future of Work: AI-Augmented Organizations (Interactive Forum)

Leaders will engage in team-based challenges to design workforce models that optimize human-AI collaboration.

- Evaluate talent density models that balance AI and human skill synergy.
- Design an AI-human workforce deployment and upskilling framework.
- Present and defend an organizational redesign proposal for AI-driven operations.

### 5 AI-Driven Innovation & Competitive Advantage (Innovation Lab)

This session integrates AI-powered R&D, market analysis, and competitive intelligence into an AI innovation sprint.

- Generate an AI-driven product innovation roadmap aligned with market trends.
- Use AI tools to map competitor AI adoption and forecast industry disruptions.
- Develop a customer engagement strategy leveraging AI-driven personalization.

### 6 Executive AI Coaching: Leading with Emotional Intelligence & Adaptability (Leadership Challenge)

This AI-assisted coaching lab helps leaders refine executive presence and emotional intelligence through adaptive leadership exercises.

- Use AI-driven feedback tools to assess and refine executive presence.
- Apply coaching simulations to mentor AI-augmented teams effectively.
- Construct a personalized AI-powered executive coaching plan for enterprise leadership.

## 7 AI & Enterprise-Wide Change Management (Case Study Application)

This session focuses on applying AI-driven change management strategies through interactive case analysis and problem-solving.

- Diagnose change management failures in AI integration and propose solutions.
- Develop an AI-powered change initiative, including workforce upskilling strategies.
- Present and defend a data-driven AI transformation blueprint.

## 8 The Ethics of AI-Human Collaboration (Ethical Decision Simulation)

Leaders will navigate ethical dilemmas and construct AI-human collaboration frameworks through real-world case modeling.

- Assess real-world ethical AI case studies and propose corrective actions.
- Design an AI-human collaboration charter emphasizing trust and psychological safety.
- Develop and present AI leadership principles to ensure responsible AI implementation.

## 9 AI for Global Strategy & Impact (Strategic Foresight Exercise)

This lab focuses on leveraging AI for global strategy and sustainable business growth through predictive AI modeling and scenario planning.

- Use AI-driven insights to craft global expansion strategies.
- Evaluate AI's role in sustainable development and responsible innovation.
- Design an AI-first global impact initiative for social and economic growth.

## Strategy Labs

We all face tough business challenges sometimes, and often, we don't know where to start. The Custom Lab is an innovative, bespoke participatory session that helps your team get results in record time, while also understanding the root cause of their issues so they can be fixed going forward.

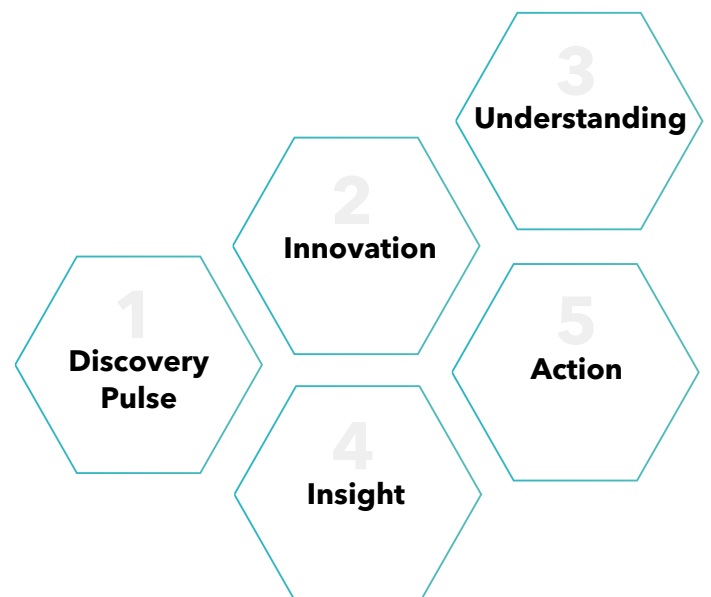
**Challenge:** Are you faced with a complex business challenge, don't know where to start, and need results quickly? We can help. The Custom Lab is an individually designed participatory session that will get your team on the right track in no time.

**Our approach:** The process of change begins with you. Let's take your team away from the everyday and enable new ways of thinking together. We use behavioral sciences combined with critical thinking AND organizational development skillsets throughout every project because they work best when applied sequentially over time rather than all at once ("snowballing").

**Your benefit:** With a Custom Lab session at Ebum Equation, you'll be able to clearly identify your challenge and develop potential solutions. You will also define an action plan for solving it with clarity on what steps are needed next.

### TYPES OF LABS:

- Foresight Strategy
- Innovation
- Leadership
- Critical Thinking
- Product Design
- AI Frameworks
- Collaboration
- Data Driven Decision Making





## Playbooks

Playbooks offer a structured approach to streamlining operations and enhancing employee interactions. Our co-created playbooks equip organizations with practical strategies, frameworks, and best practices across business domains. These meticulously designed resources provide solutions to complex challenges, making them invaluable for both established and emerging businesses.

Our collaborative approach ensures that each playbook is relevant and effective: we work closely with thought leaders and clients to incorporate extensive research, practical insights, and real-world applications.

### TYPES OF PLAYBOOKS:

- Team Development
- Communication
- Wellbeing
- Presentation & Speaking
- Feedback
- One-on-One Meetings



[www.ebumentequation.com](http://www.ebumentequation.com)

**2025 EDITION**